



[www.sesni.org.uk](http://www.sesni.org.uk)

For further guidance and information contact:

**Peter Wilson**

T: 028 9073 6366

M: 077 9107 5921

E: [p.wilson@cedar-foundation.org](mailto:p.wilson@cedar-foundation.org)

**Heather Gillen**

T: 028 9442 5340

M: 078 9429 5246

E: [hgillen@amh.org.uk](mailto:hgillen@amh.org.uk)



## Workable (NI) Programme for Employers



[www.sesni.org.uk](http://www.sesni.org.uk)

## Workable (NI)

SES offer a supported employment approach via the Workable (NI) Programme throughout Northern Ireland by our seven specialist disability organisations involved in SES:

Action Mental Health, Action on Hearing Loss, Cedar, Mencap, NOW Group, Orchardville and RNIB

### **SES can support employers:**

- \* Assist people to return to work following illness or disability
- \* With advice about reasonable adjustments and adaptations
- \* Mediate between employee and management to achieve best solution for all.
- \* Providing impartial support to all involved
- \* Through Disability Awareness training for the staff teams
- \* Remove stigma and perceptions around disability
- \* To minimise impact of disability in the workplace

### **SES can support any employee who meets the following eligibility:**

- \* Be in employment of 10 hours+ per week
- \* Have a disability or health condition which affects their ability to do their job
- \* May be at risk of losing their job due to their disability
- \* Their employment is based in Northern Ireland

## Benefits to Employers

### **Financial**

- \* No cost to the employer
- \* Less sick absence, less need for temporary staff
- \* Less HR time spent on follow up
- \* Increased productivity
- \* Long term & short term absence reduced

### **Support**

- \* Free advice and guidance – around equality, DDA, reasonable adjustments, benefits
- \* Best practice approach to support staff
- \* Third party organisation liaison – expert SES staff with knowledge and experience
- \* Staff training and better team morale
- \* SES pan disability approach with disability specialists
- \* Pro-active corrective measures
- \* Job coach available where intense support required
- \* Attendance at meetings – attendance reviews, performance reviews

### **Rewards**

- \* Less use of formal disciplinary procedures as situations do not reach this stage
- \* Increased communication within workforce
- \* CSR – positive recruitment practices / diverse workforce.
- \* Promotion opportunities for people
- \* Staff retention improved / reduced recruitment costs
- \* Improved knowledge about disabilities and removal of